

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2018-19)**

(SIXTEENTH LOK SABHA)

**MINISTRY OF CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION
(DEPARTMENT OF FOOD AND PUBLIC DISTRIBUTION)**

**Action taken by the Government on the Observations/Recommendations
contained in the Eleventh Report (Sixteenth Lok Sabha) of the
Committee on Welfare of Other Backward Classes on “Measures
undertaken to secure representation of OBCs in employment
and for their welfare in Food Corporation of India”**

FIFTEENTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
August, 2018/ Shravana, 1940 (Saka)**

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(DEPARTMENT OF FOOD AND PUBLIC DISTRIBUTION)**

Presented to Lok Sabha on 09.08.2018

Laid in Rajya Sabha on 09.08.2018



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
August, 2018/ Shravana, 1940 (Saka)**

C.O.OBC No. 24

Price : Rs

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Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha
(Fifteenth Edition)

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2018-19)

SHRI GANESH SINGH- CHAIRPERSON

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LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri A. Arunmozhithevan
4. Shri Santosh Kumar
5. Shri Shailesh Kumar
6. Shri Ravindra Kushawaha
7. Dr. Swami Sakshi ji Maharaj
8. Dr. Banshilal Mahato
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10. Dr. (Smt.) Pritam Gopinath Munde
11. Shri Rodmal Nagar
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13. Shri P. Karunakaran
14. Shri Kapil Moreshwar Patil
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16. Shri Mullappally Ramachandran
17. Shri Rajeev Satav
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19. Shri Ladu Kishore Swain
20. Shri Kanwar Singh Tanwar

RAJYA SABHA

21. Shri Husain Dalwai
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24. Shri Ahamed Hassan
25. Dr. Vikas Mahatme
26. Shri Vishambhar Prasad Nishad
27. Shri K.K. Ragesh
28. Smt. Vijila Sathyananth
29. Shri Ram Nath Thakur
30. Smt. Chhaya Verma

SECRETARIAT

- | | | | |
|----|------------------|---|----------------------------|
| 1. | Shri N.C. Gupta | - | Joint Secretary |
| 2. | Shri R.R. Kumar | - | Director |
| 3. | Shri A.S.K. Das | - | Deputy Secretary |
| 4. | Shri Vivek Saini | - | Senior Committee Assistant |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2018-19) having been authorized by the Committee to present the Report on their behalf, present this Fifteenth Report on "Action taken by the Government on the Observations/Recommendations contained in their Eleventh Report (Sixteenth Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation of India" pertaining to the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution).

2. The Eleventh Report was presented to the Hon'ble Speaker, Lok Sabha on 14.12.2017 under Direction 71 A of the Directions by the Speaker, Lok Sabha and was placed before the Hon'ble Chairman, Rajya Sabha on 27.12.2017. The Report was subsequently presented to Lok Sabha and laid on the Table of Rajya Sabha on 07.02.2018. The replies of the Government to all the Observation/Recommendations contained in the Report were received on 29.05.2018.

3. The replies of the Government were examined and the Draft Report was considered and adopted by the Committee at their sitting held on 07.08.2018

4. An analysis of the Action Taken by the Government on the Observation/Recommendations contained in the Eleventh Report (Sixteenth Lok Sabha) of the Committee is given in Appendix-II.

NEW DELHI
7th August, 2018
16 Shravana, 1940 (Saka)

GANESH SINGH,
Chairperson
Committee on Welfare of OBCs

CHAPTER I

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Eleventh Report (Sixteenth Lok Sabha) on "Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation of India (FCI)" pertaining to the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution).

2. The Eleventh Report (Sixteenth Lok Sabha) of the Committee was presented to the Hon'ble Speaker, Lok Sabha under Direction 71 A of the Directions by the Speaker, Lok Sabha on 14.12.2017 and presented to Lok Sabha and laid on the table of Rajya Sabha on 07.02.2018. The Report contained six Observations/Recommendations. Action taken notes in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

- | | | |
|------|---|-----------------------------|
| i. | Observations/ Recommendations which have been accepted by the Government:
Recommendation Sl. Nos.3,4 and 5 | (Total -3)
Chapter II |
| ii. | Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies: NIL | (Total -NIL)
Chapter III |
| iii. | Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
Recommendation Sl. No. 1, 2 and 6..... | (Total - 3)
Chapter IV |
| iv. | Observations/Recommendations in respect of which final replies of the Government are still awaited: NIL.. .. | (Total - NIL)
Chapter V |

3. The Committee desire that Action Taken Notes on the Observations/Recommendations contained in Chapter I of the Report should be furnished to the Committee within three months of the presentation of this Report.

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations which need reiteration or comment in the succeeding paragraphs.

Implementation of OBC reservation policy in Food Corporation of India (FCI)

Recommendation Sl. No. 1

5. The Committee in their Eleventh Report had recommended as under:-

“The FCI is a statutory body which was established under Food Corporations Act, 1964 to achieve the objectives of providing effective price support for safeguarding interests of the farmers, distribution of foodgrains across the country through public distribution system and ensuring National Food Security. The Committee have been informed that operation area of FCI which extends to the whole of India is divided into a network of field offices with the corporate office at New Delhi, 5 zonal offices (North, South, East, West and North-East Zones), 25 Regional Offices (almost coterminous with each State), one Port Operation office at Kandla and 162 District offices. The Committee note that the FCI is implementing the reservation orders of the Government of India in recruitment by providing 27 percent reservation for OBC candidates in direct recruitment on all India basis by open competition except in respect of category III category IV posts where percentage is provided as prescribed by the Govt. based on their proportion in the population of the respective State/Region. From the data given by the Ministry, the Committee observe that although the reservation policy for OBCs is being implemented since 1993, yet the outcome is far from satisfactory. In category I, out of the total staff strength of 896, the number of OBC employees is only 121, which amounts to 13.50 percent of the total strength of Category I employees as on 30.09.2017. The situation is bleak in category II also, which consists of only 11.73 percent OBC employees and a meager 7.62 percent in Category IV, the category which is supposed to represent the lower strata of society. The Committee have been informed that the recruitment was banned/restricted in FCI by the Government of India for the period upto 2009 so the intake through direct recruitment was very limited. The ban was imposed on direct recruitment way back in 1984. Besides, as per DoPT order dated 16.05.2001, restricted recruitment through Direct Recruitment Plans was permitted under Optimisation Scheme requiring the clearance of Screening Committee headed by the Cabinet Secretary. Due to this restriction, according to the Ministry, all the vacancies could not be filled up in full including OBC vacancies during the period from 2001 to 2009 and only limited approved posts within 1 percent of total sanctioned strength of FCI could be filled up. Further, over and above the foregoing, the manpower in FCI was restructured by the Government of India in the year 2010 with the direction to fill up the post on need basis, in a staggered manner. The Committee note that as per the revised sanction approved by Government of India on 27-01-2010 for organizational restructuring of FCI which was claimed to be in the interest of efficient management, the overall sanction of FCI post was reduced from 55053 to 36318 and consequently, some unfilled backlog vacancies including reserved

vacancies were declared reduced/redundant in the revised sanction. In view of this, the committee observe that ever since the implementation of reservation policy for OBCs, the FCI had never been allowed to fill up even the regular vacancies falling within the ambit of the sanctioned strength by imposing some restrictions or the other. Though the FCI has not commented on the possibility that the drastic reduction in the manpower of FCI in 2010 and the restriction on filling up even the limited vacancies available might have affected adversely on the smooth and efficient functioning of FCI, yet they have candidly admitted that all the vacancies could not be filled up in full including OBC vacancies due to the restrictions imposed by the Government and some unfilled backlog vacancies were declared reduced/redundant. The Committee find that the FCI is a very big organization operating through a countrywide network of field Offices right from the Corporate Office at the Centre upto the district level. It is carrying the hope and aspirations of a huge backward population of the country as a nodal agency for safeguarding the interests of the farmers as well as ensuring national food security. It is, therefore, imperative that the Food Corporation is equipped with adequate and efficient manpower and the objectives of the food policy cannot and should not be compromised in the name of 'expenditure reforms'. Against this backdrop, the Committee recommend the Ministry to review the staff requirement of FCI in all the categories and levels and allow them to fill up those vacancies as a special case for the sake of functional empowerment of the Food Corporation and also to create opportunity for the bonafide candidates, especially those from the OBC community. The Committee would like to be apprised of the action taken in this regard.”

6. The Department of Food and Public Distribution/Food Corporation of India in their Action Taken Reply have stated as under:

“Department of Food and Public Distribution vide letter No. 18-5/99-FC.1 dated 20.4.2000 has directed for organizational restructuring of FCI with specific reference to manpower management, cadre management and career progression. At the initiative of the Ministry, M/sMckinsey & Co. was assigned the job of recommending structural changes in the Corporation vide letter dated 17.11.2004. Accordingly, a proposal for restructuring of FCI Staff Strength to 44,472 was submitted to Ministry of Consumer Affairs, Food & Public Distribution vide letter No. 41(1)/2007-OMISS dated 07.07.2008. Ministry vide letter No.18-10/2008/FCI dated 27.1.2010 had revised the sanction strength of FCI to 36,318. In 2014-15, Govt. of India has revised the sanctioned strength of FCI to 36,837 and thereafter, an additional sanction of 145 posts for engineering cadre was provided vide Govt. of India order No. 18-10/2008-FC.1 dated 01.07.2015. Further, in 2016, an approval for sanction of 5056 Watch and Ward Posts

was received by Ministry vide Notification No. 18-10/2008-FC.1 dated 17.6.2016. Thus, as on date the total sanction for Staff stands as 42,038.

After the restructuring of FCI in 2010 and lifting of ban/restriction on direct recruitment, the unfilled vacancies are carried forward to the next recruitment process and the unfilled direct recruitment vacancies reserved for OBC are being filled in a phased manner. It is submitted that direct recruitment in Category-I level is undertaken only in the entry level post of Assistant General Manager, wherein 33.33% posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. In case of Category-II posts, 25% are earmarked for direct recruitment.

The representation of OBC employees in the Corporation as on 31.12.2017 in comparison to 30.09.2017 has been increased as under:

Category	Staff Strength		No. of OBCs		% of OBCs	
	30.09.2017	31.12.2017	30.09.2017	31.12.2017	30.09.2017	31.12.2017
I	896	891	121	122	13.50%	13.69%
II	4398	4540	516	564	11.73%	12.42%
III	14738	14754	4076	4289	27.66%	29.07%
IV	2678	2547	204	195	7.62%	7.65%
Total	22710	22732	4917	5170	21.65%	22.74%

During the year 2015, recruitment of Cat-I, II and III was conducted and the position of OBC Candidates selected and joined against the vacancies advertised is as under:

OBC vacancies for the recruitment year 2015			
Category	Vacancies advertised	Candidates selected	Candidates joined
I	10	09	09
II	87	59	55
III	960	957	939
Total	1057	1025	1003

The process for appointment of the Recruitment Consultant is underway and the recruitment process for Direct Recruitment Vacancies for Category-I, II and III will be initiated at the earliest upon appointment of new Recruitment Consultant. Further, in respect of Category-IV, the revised sanction of watch & ward staff for 5,056 posts in category-IV was received from Govt. of India in June 2016 for which recruitment process is going on in the Regions”.

Recommendation Sl. No. 2

7. The Committee in their Eleventh Report had recommended as under:-

“The Committee note that for Category-I posts in FCI, the direct recruitment is undertaken only in the entry level Assistant General Manager and Medical Officer posts, wherein 33 percent posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. Rest of the posts i.e. 66.66 percent are filled through promotions by

respective feeder cadre posts. In case of category II Manager level post, 25 percent posts are earmarked for direct recruitment out of total sanctioned posts. In case of category III, Assistant Grade-III post is entry level post and 70 percent posts are filled through direct recruitment. The data made available to the Committee shows that upto the recruitment cycle of 2015, 8 out of 10 vacancies reserved for OBCs had been filled in category-I, 27 out of 58 vacancies were filled in Category II and 696 out of 741 vacancies reserved for OBC were filled in Category III, thus leaving 2, 31 and 45 OBC vacancies respectively under the three categories still unfilled. Asked about the current recruitment cycles of the years 2016 and 2017, the Ministry informed that new recruitment have not yet been initiated and joining against the last direct recruitment for the three categories launched in the year 2015 is still under process as the wait list is being operated. The Ministry has assured that on completion of the said recruitment process, all the unfilled vacancies will be advertised in the next recruitment process. As regards the Category-IV post, there was no sanctions of direct recruitment posts after restructuring in FCI in 2010. The Committee fined that over 2000 sanctioned posts for security staff and watch and ward staff were kept in abeyance for years together and more than 300 people were still working in those cadres even without any sanction of posts. The Committee have now been informed that sanction for watch and ward posts, which include 5056 departmental posts and 10250 outsourcing posts, has been received from the Government on 17.06.2016, for which recruitment is under process for direct recruitment posts. The Committee are dismayed to observe that the recruitment process in FCI has been extremely slow, tardy and casual and suffering from the lack of farsightedness, initiatives, planning and promptitude. The fact that the recruitment for the year 2015 is still underway with no visible deadline in sight amounts to not just depriving the deserved candidates, especially from OBC category, of whatever limited opportunity being made available to them, but also gross mishandling of the available productive workforce of the country. The Committee therefore, recommend the Ministry to make concerted efforts to accelerate and complete the recruitment process in a time bound manner. Further, as a remedial measure, the Ministry may put in place a mechanism to oversee the recruitment process in all the categories in FCI where direct recruitment is undertaken in order to avoid any unwarranted delay in recruitment exercise. The Committee also suggest that the Ministry should make structured attempts to advertise the vacancies widely to cover the remote and far flung areas in order to make aware the candidates belonging to the backward section of the society to enable them to come forward.”

8. The Department of Food and Public Distribution/Food Corporation of India in their Action Taken Reply have stated as under:

“As committed to the Committee, all out efforts are made to accelerate the recent recruitment launched in the year 2015 and it is submitted that recruitment process in respect of category-I & II has been completed. In respect of recruitment of Category-III, candidates selected under main list has been completed and at present wait list is being operated by the Zones. The position of said recruitment with regard to joining of OBC candidates vis-à-vis OBC candidates selected is tabulated as under:-

OBC vacancies for the recruitment year 2015			
Category	Vacancies advertised	Candidates selected	Candidates joined(%)
I	10	09	09 (100%)
II	87	59	55 (93.22%)
III	960	957	939 (98.12%)
Total	1057	1025	1003 (97.85%)

Thus, it may be seen that 97.85% of selected OBC candidates had joined.

As regard the advertising of fresh vacancies, it is informed that FCI conducts direct recruitments of Category-I, II & III officers/officials through Recruitment Consultant appointed through an open tender enquiry. The process for appointment of the Recruitment Consultant is underway and the recruitment process for Direct Recruitment Vacancies for Category-I, II & III will be initiated at the earliest upon appointment of new Recruitment Consultant. The recruitment of watch & ward (watchman) for 5056 posts under category-IV is being undertaken at Regional level. Regional Office Tamil Nadu, Andhra Pradesh and Karnataka Regions has issued appointment letters to the selected candidates and in other Regions recruitment for watch and ward is in process. FCI endeavours to publicise all vacancies for direct recruitment through various means in order to ensure wide spread awareness. An elaborate media plan is drawn to publish recruitment notices and teaser advertisements in prominent national and local newspapers. Recruitment advertisements are notified to the Employment Exchanges and are published in Employment News/RozgarSamachar. For wider publicity, Short Recruitment Notices are published in all regional/vernacular languages in local newspapers in the Zones/Regions like J&K, Border/Snow bound areas of Himachal Pradesh (Lahaul and Spiti District and Pangri Sub Division of Chamba District), entire North-East Zone, Andaman & Nicobar Islands, Lakshadweep. A copy of the media plan drawn for the last category-III recruitment for the year 2015 is at **Annexure**. On the recommendation of the Committee, instructions are also being issued to the Zones/Regions for publication of recruitment advertisement through a 'Press Note' by Press Information Bureau (PIB). In addition to above, advertisements are also published on the official website of the Corporation i.e.

www.fci.gov.in and the dedicated online recruitment portal so that the candidates can be made aware of the available vacancies as well as application procedure across the country.”

9. The Committee in their Eleventh Report had highlighted the drastic reduction in the overall sanctioned post in FCI from 55,053 to 36,318 by the Government on 27.01.2010 for the sake of organizational restructuring of FCI and also the restriction on filling up even the limited vacancies available, thereby affecting adversely the smooth and efficient functioning of FCI. The Department of Food and Public Distribution too had admitted that all the vacancies could not be filled up in full, including OBC vacancies due to restrictions imposed by the Government and as some unfilled backlog vacancies were declared reduced/redundant. However, from the data regarding OBC candidates who got selected and joined through the recruitment conducted in 2015, the Committee find that the FCI was not able to fulfill OBC vacancies in any of the categories I, II and III and overall 54 OBC vacancies (i.e. 1 in category I, 32 in category II and 21 vacancies in category III) still remain unfilled. Regarding filling up these vacancies, the Department has stated that the process for appointment of the Recruitment Consultant is underway and the recruitment process for Direct Recruitment vacancies for Category I, II and III will be initiated at the earliest upon appointment of new Recruitment Consultant. In the reply, it is also stated that the revised sanction of watch and ward staff for 5,056 posts in category IV was received from Government in June, 2016 for which recruitment process is going on in the Regions. In view of this, the Committee is of the considered view that the FCI itself is not very much serious about filling up the pending vacancies as there is no sign of promptness in filling up the OBC shortfall vacancies under categories I, II and III as also the recruitment under category IV is yet to be completed even after two years of sanction of watch and ward posts. The Committee, therefore, reiterate that concerted efforts be made to accelerate and complete the recruitment process in a time bound manner and also the Ministry should put in place a mechanism to oversee the recruitment process in all categories in FCI where direct recruitment is undertaken in order to avoid any unwarranted delay in recruitment exercise.

Training Facility for OBCs

Recommendation Sl. No. 6

10. The Committee in their Eleventh Report had recommended as under:-

“The Committee have been informed that FCI does not conduct any type of pre-recruitment training. However, in-service training is imparted to all the employees including OBC employees in the organization to upgrade the skills and knowledge of the employees in general and to equip them to meet the job requirement and there is no special training for OBCs. Regarding foreign training programmes, the Ministry has stated that FCI does not routinely

nominate employees for foreign training or assignments and occasionally, as per nominations received from Ministries/Departments of Government of India, Officers are sent on foreign training. The Committee note that the FCI has not nominated any OBC official during last five years for attending foreign training programmes. Asked about the reasons for the same, the Deptt.of Food and Public Distribution stated that the nomination of officers for training is made by various Ministries and the foreign training for IAS officers is part of in-service training which is duly sponsored by the DoPT. Besides, foreign training to other officers of FCI are the conferences which are attended by them by virtue of posts they hold. Though the Committee do not show any disagreement with any of the arguments put forth by the Ministry, yet they are not ready to accept any logic whatsoever to justify the non-inclusion of even a single official of OBC community for participation in foreign training/conferences during the last four years. The Committee, therefore, desire that the organization should adopt a just and equitable approach for weaker section of the society in future and accommodate more and more OBC officials in in-service as well as in foreign training programmes, assignments and conferences.”

11. In the Action Taken Reply to the recommendation of the Committee, the Food Corporation of India stated as under:

“The Committees recommendations are noted for strict compliance and due consideration would be taken for nominating OBC officers for in service as well as in foreign training programmes, assignments and conferences in future as per rules.”

12. The Committee in their Eleventh Report had expressed their concern over the nil representation of OBC employees in foreign training programmes and had recommended to adopt a just and equitable approach for weaker sections of the society in future and accommodate more and more OBC officials in the in-service as well as foreign training programmes, assignments and conferences. The Committee are not satisfied with the routine and academic reply furnished by the FCI. The Committee had expected that some concrete action would be taken in this regard and the FCI would submit a clear roadmap for selection of officials for foreign training and giving representation to OBC officials therein. They, however, feel that the FCI has not shown any clear vision in this regard. The Committee would like to be apprised of the detailed steps taken and the course of action proposed by them to increase the representation of OBCs in foreign training programmes. The Committee, therefore, reiterate their recommendation that FCI should ensure adequate representation of OBCs in foreign training programmes, assignments and conferences in order to promote and protect the interests of OBC employees.

CHAPTER-II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 3)

Outsourcing in FCI

The Committee find that the FCI is banking on huge outsourcing of manpower after organizational restructuring in 2010. The Committee were informed that the organizational restructuring has resulted into drastic downsizing of the manpower from 55053 to 36318 under various categories of posts. Under Category-IV security staff cadre, after a long period of indecisiveness, 5056 departmental watch and ward posts were sanctioned whereas 10250 posts were earmarked for outsourcing vide Government of India order dated 17.06.2016. This decision of Government shows the extent of dependency on outsourcing the FCI has been put into. At the same time the decision has sprouted dual concern for the Committee. Firstly, it may result into dilution of the Government's policy decision to ensure due representation of OBCs through reservation of seats, and secondly, it may also prove detrimental to the cause of job security and social security of the outsourced employees. The Committee hope that the decision to engage 10250 security staff on outsource basis would be implemented promptly, as also the concerns raised by the Committee regarding providing social security benefits to the outsourced employees, like ensuring them minimum wages, providing judicious opportunity of PF benefits, insurance and healthcare facilities. While acknowledging the efforts made by the FCI to issue advisory to all its field offices to advise contractors to encourage for engagement of SC/ST/OBC category labourers in contracts, the Committee recommend the Ministry to take initiative in formulating a guideline in this regard and also set up a monitoring mechanism for proper implementation of these guidelines.

Reply of the Government

FCI utilizes the services of contract labourers/watch & ward staff through contractors. The contractors are not permanent in nature and are selected on the basis of open tender system. The contractors engage manpower as per availability and market forces. Contract workers for handling of foodgrains bags are engaged through Handling & Transport Contractor (H&TC). The H&TC are engaged through open public bidding which is done in e-tendering mode through FCI portal & GOI's Central Procurement Portal. As per instructions issued vide FCI Circular No. F.1(Misc.)/WZ/2011/Cont./ Minimum Wages/Part dated 12.09.2016, the monitoring mechanism is already in place where all offices concerned in FCI have been directed to maintain the record of category-wise break-up of Contract Labourers viz. SC/ST/OBC/UR. The said instructions also have the provision for encouragement of SC/ST/OBC labourers in contracts by the Contractors. As per available data of contract labourers

comprising of 19 FCI Regions as on Sept., 2016, the representation of SCs/STs/OBCs in contract labourers are given as under:-

SC	% of SCs	ST	% of STs	OBC	% of OBCs	General	% of General	Total
6093	36.62%	1636	9.83%	5835	35.07%	3074	18.47%	16638

The Model Tender Form (MTF) for H&TC has been prepared by FCI, Headquarters after extensive deliberations and inputs by various experts which is applicable throughout the country. There are adequate clauses/provisions in MTF to take care of Welfare and Social Security measures for Contract labourers under various welfare laws. The agreement signed by FCI with the contractor mandates compliance of the following statutory provisions and welfare facilities under various labour laws:- 'Nodal Officer' at District Office level has been appointed to ensure the compliance of various provisions:

Employee Provident Fund:

Contractor is bound to deposit the EPF of Contract labourers engaged by him with designated EPF authority as per Employees Provident Fund & Misc. Provision Act, 1952.

- i. Employees Contribution – 12% of Wages
- ii. Employer's Contribution – 12% (Matching)

Payment of Wages to Workers:-

Minimum Wages fixed by GOI State Govt. from time to time whichever is higher.

* Women labourers are to be paid at par with Men for similar nature of work.

Weekly off:-

One day weekly off and pay wages at the same rate.

Attendance Allowance:-

The contractors have to pay attendance allowance per day @50% of the daily wages when labours report for duty on the day but not booked or given work.

Welfare and Health of Contract Labour:

It is mandatory for the Contractor to provide the following facilities:

- Canteen
- Rest room
- Latrine & Urinal (Separate for men & women)

- Washing & bathing facilities
- Drinking Water facilities
- First Aid Box

Every contractor shall issue Identity card to each labour at the time of joining and Service Certificate at the time of termination of service

The contractor shall also maintain following records/registers also:

- Wages Register of fines
- Fines Register
- Deduction Register
- Overtime Register
- Muster Roll
- Annual return
- Wage slips (One day before payment)
- Attendance Register
- Inspection Register

Employees States Insurance

- a) The Contractor should allot ESI account number to each labour employed by him.
- b) ESI Contribution:
 - (i) Employees Contribution – 1.75%} of Gross Wages
 - (ii) Employer's Contribution – 4.75%}

Display of Notice Board indicating rate of wages, hours of work, wage period, date of payment, name & address of the inspectors.

Contractor shall submit all periodical returns to the concerned authorities.

Similar procedure is followed for engagement of watch & ward staff on outsourced basis. Thus, as could be seen from the above that FCI is ensuring compliance of statutory obligations with regard to welfare of contractual/outsourced worker.

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Recommendation (Sl. No. 4)

Liaison Officers for OBCs

The Committee note that the FCI has nominated Liaison Officers at all level viz. Headquarters, Zonal, Regional and District levels to ensure implementation of reservation policy for SC/ST/OBCs and redress the related grievances. The Committee were given to understand that the Liaison Officers so nominated were not meant exclusively for OBCs. However, on the behest of the Committee, the FCI nominated Liaison Officers at the Headquarters and at Zonal level exclusively for OBCs. The Committee remind the Ministry that appointment of separate Liaison Officers for OBCs is mandatory as per the Government of India directives and recommend that separate Liaison Officers for OBCs should be appointed right from the headquarters to the Zonal and regional level to look into the implementation of reservation policy of the Government with respect to OBCs and also to look into the grievances of OBC employees. The Committee also desire that the Liaison Officers for OBCs should preferably belong to OBC community. A status report in this regard may be furnished to the Committee on priority basis.

Reply of the Government

As recommended by the Committee, FCI has nominated Liaison Officers for OBCs at all levels viz. Headquarters/Zonal/Regional level to ensure better implementation of reservation policy for OBCs and to redress the related grievances. At Headquarters and Zonal level, 100% of Liaison Officers nominated for OBCs belong to OBC category only, as per details given below:-

Name of FCI office	Name of Liaison Officer nominated for OBCs. S/Shri/Smt.	Whether belongs to OBC category
Headquarters	B.S. Bhati	Yes
Zonal Office(North), Noida	Devkant Das, DGM (A/Cs)	Yes
Zonal Office(East), Kolkata	J.S. Syju, GM(Genl/Zone)	Yes
Zonal Office(West), Mumbai	Prabhu Narayan Singh, GM(QC)	Yes
Zonal Office(South), Chennai	SatishSelvaraj, DGM (Genl.)	Yes
Zonal Office(North East), Guwahati	AnjanJyoti Das, Manager(A/cs)	Yes

In 21 out of 25 Regional Offices, Liaison Officers nominated belong to OBC category which constitutes 87.5% as per details given as under:-

Name of FCI office	Name of Liaison Officer nominated for OBCs. S/Shri/Smt.	Whether belongs to OBC category
Regional Office, Delhi	Chandra Pal, Manager(Genl.)	Yes
Regional Office, UP	RavindraJadam, AGM (Genl.)	Yes
Regional Office, Uttrakhand	Mukesh Pal, AGM (Personnel)	Yes

Regional Office, Rajasthan	AshishTak, AGM(Genl.)	Yes
Regional Office, Haryana	Rizwan Ahmad, AGM(Genl.)	Yes
Regional Office, Punjab	Soma Vijay Krishna, AGM (Movt.)	Yes
Regional Office, Himachal Pradesh	Ms.ParmodeNegi, AGM (QC)	No
Regional Office, J&K	GirdhariLal, AGM (A/Cs)	No
Regional Office, West Bengal	HimangshuSarkar, AGM(QC)	Yes
Regional Office, Bihar	Manisha Pal, Manager (Genl.)	Yes
Regional Office, Odisha	P.K. Jena, Manager (Genl.)	Yes
Regional Office, Jharkhand	AttaulahSikandar, Area Manager	Yes
Regional Office, Maharashtra	Kalpna K. Rathod, AGM (Per)	No
Regional Office, Chhattisgarh	LokchandVerma, AGM(QC)	Yes
Regional Office, Madhya Pradesh	Vijay Kumar, AGM(QC)	Yes
Regional Office, Gujarat	Tarun Kumar Yadav, AGM (A/cs) I/C	Yes
Regional Office, Tamilnadu	R.V.P. Babu, AGM(A/cs)	Yes
Regional Office, Karnataka	T. Radha Krishna Prasad Tirunagari, DGM (F&A)	Yes
Regional Office, Andhra Pradesh	Vinay Kumar Shetty, AGM(Movt.)	Yes
Regional Office, Kerala	B. Babu, DGM(A/cs)	Yes
Regional Office, Assam	Ravinder Kumar, AGM(F&A)	Yes
Regional Office, NEF	Kamta Prasad, AGM(QC)	Yes
Regional Office, Nagaland, Dimapur	PushpendraSesma, Manager (G)	Yes
Regional Office, Manipur	Kh. Roshan Singh, Manager (G)	Yes
Regional Office, Arunachal Pradesh	Satish Kumar, AGM(G)	No

Due to non-availability of OBC officer in some Regions, non-OBC officer as Liaison Officer have been nominated.

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

Recommendation (Sl. No. 5)

Grievance Redressal

The Committee have been informed that in FCI headquarters, the grievances are received in Liaison Cell from the official individually, through Public Grievance Portal and also the cases referred through Commissions/Constitutional Bodies. Upon receipt, the same are examined at headquarters and forwarded to the concerned office for taking appropriate remedial action. It was also brought to the notice of the Committee that large number of grievances were received from staff/public in FCI through the Public Grievance Portal of Government of India i.e. www.pgportal.gov.in without any mention about caste/community of the applicants. FCI has stated that during the calendar year 2016, total 1571 grievances were received through the said public grievance portal and all were disposed off. Replying to a separate query, the FCI informed the Committee that no complaint from OBC employees were received in the year 2016. The Committee feel that the Public Grievance Portal of the Government of India is too general in nature and OBC employees, generally coming from the neglected background, do not come forward pro-actively with their grievances and suggestions. Given a chance to interact in a congenial atmosphere, the OBC employees may come out for justice. In view of this, the Committee desire that the Liaison Officers for OBCs be nominated preferably from OBC community only and also the OBC employees be given an opportunity to form an association to function as a platform for the OBC employees to share their grievances, problems, suggestions, opinions and views, which would prove to be beneficial to not only the OBC employees but also for the overall growth of the Corporation. The Committee appreciate that FCI has taken initiative in this regard. The Committee may be apprised of the latest status in this regard.

Reply of the Government

It is submitted that FCI has nominated separate Liaison Officers for OBCs at all levels viz. Headquarters/Zonal/Regional level to ensure better implementation of reservation policy for OBCs and to redress the related grievances and 87% of Liaison Officers belongs to OBC category. Further, as advised by the Committee, instructions were issued to encourage OBC employees for formation of OBC Employees Welfare Association in FCI. As a result, 11 OBC Welfare Associations came into existence in different offices of the Corporation. Details of OBC Associations formed in the Corporation are given as under:-

Sl. No.	Name of OBC Association and FCI office where formed
1.	All India FCI OBC Employees Welfare Association, FCI, Headquarters, New Delhi
2.	All India FCI OBC Employees Welfare Association, FCI, Regional Office, Punjab, Chandigarh
3.	The Food Corporation of India Other Backward Classes Employees Welfare Association, FCI, Regional Office, Uttar Pradesh
4.	FCI OBC Employees Welfare Association, FCI, Regional Office, Chhattisgarh
5.	FCI OBC Employees Welfare Association, FCI, Regional Office, Bihar
6.	OBC Employees Welfare Association, FCI, Regional Office, Jharkhand
7.	OBC Employees Welfare Association, FCI, District Office, Ranchi, Jharkhand
8.	OBC Employees Welfare Association, FCI, District Office, Dhanbad, Jharkhand
9.	FCI OBC EWA, FCI, Regional Office, Kerala
10.	OBC EWA, FCI, Regional Office, Andhra Pradesh
11.	OC/OBC & Minority Employees Welfare Association, FCI, Regional Office, Andhra Pradesh

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

CHAPTER-III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE
IN THE LIGHT OF THE REPLIES RECEIVED FROM THE GOVERNMENT**

-NIL-

CHAPTER-IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 1)

Implementation of OBC reservation policy in Food Corporation of India (FCI)

The FCI is a statutory body which was established under Food Corporations Act, 1964 to achieve the objectives of providing effective price support for safeguarding interests of the farmers, distribution of foodgrains across the country through public distribution system and ensuring National Food Security. The Committee have been informed that operation area of FCI which extends to the whole of India is divided into a network of field offices with the corporate office at New Delhi, 5 zonal offices (North, South, East, West and North-East Zones), 25 Regional Offices (almost coterminous with each State), one Port Operation office at Kandla and 162 District offices. The Committee note that the FCI is implementing the reservation orders of the Government of India in recruitment by providing 27 percent reservation for OBC candidates in direct recruitment on all India basis by open competition except in respect of category III category IV posts where percentage is provided as prescribed by the Govt. based on their proportion in the population of the respective State/Region.

From the data given by the Ministry, the Committee observe that although the reservation policy for OBCs is being implemented since 1993, yet the outcome is far from satisfactory. In category I, out of the total staff strength of 896, the number of OBC employees is only 121, which amounts to 13.50 percent of the total strength of Category I employees as on 30.09.2017. The situation is bleak in category II also, which consists of only 11.73 percent OBC employees and a meagre 7.62 percent in Category IV, the category which is supposed to represent the lower strata of society. The Committee have been informed that the recruitment was banned/restricted in FCI by the Government of India for the period upto 2009 so the intake through direct recruitment was very limited. The ban was imposed on direct recruitment way back in 1984. Besides, as per DoPT order dated 16.05.2001, restricted recruitment through Direct Recruitment Plans was permitted under Optimisation Scheme requiring the clearance of Screening Committee headed by the Cabinet Secretary. Due to this restriction, according to the Ministry, all the vacancies could not be filled up in full including OBC vacancies during the period from 2001 to 2009 and only limited approved posts within 1 percent of total sanctioned strength of FCI could be filled up. Further, over and above the foregoing, the manpower in FCI was restructured by the Government of India in the year 2010 with the direction to fill up the post on need basis, in a staggered

manner. The Committee note that as per the revised sanction approved by Government of India on 27-01-2010 for organizational restructuring of FCI which was claimed to be in the interest of efficient management, the overall sanction of FCI post was reduced from 55053 to 36318 and consequently, some unfilled backlog vacancies including reserved vacancies were declared reduced/redundant in the revised sanction. In view of this, the Committee observe that over since the implementation of reservation policy for OBCs, the FCI had never been allowed to fill up even the regular vacancies falling within the ambit of the sanctioned strength by imposing some restrictions or the other. Though the FCI has not commented on the possibility that the drastic reduction in the manpower of FCI in 2010 and the restriction on filling up even the limited vacancies available might have affected adversely on the smooth and efficient functioning of FCI, yet they have candidly admitted that all the vacancies could not be filled up in full including OBC vacancies due to the restrictions imposed by the Government and some unfilled backlog vacancies were declared reduced/redundant. The Committee find that the FCI is a very big organization operating through a countrywide network of field Offices right from the Corporate Office at the Centre upto the district level. It is carrying the hope and aspirations of a huge backward population of the country as a nodal agency for safeguarding the interests of the farmers as well as ensuring national food security. It is, therefore, imperative that the Food Corporation is equipped with adequate and efficient manpower and the objectives of the food policy cannot and should not be compromised in the name of 'expenditure reforms'. Against this backdrop, the Committee recommend the Ministry to review the staff requirement of FCI in all the categories and levels and allow them to fill up those vacancies as a special case for the sake of functional empowerment of the Food Corporation and also to create opportunity for the bonafide candidates, especially those from the OBC community. The Committee would like to be apprised of the action taken in this regard.

Reply of the Government

Department of Food and Public Distribution vide letter No. 18-5/99-FC.1 dated 20.4.2000 has directed for organizational restructuring of FCI with specific reference to manpower management, cadre management and career progression. At the initiative of the Ministry, M/sMckinsey & Co. was assigned the job of recommending structural changes in the Corporation vide letter dated 17.11.2004. Accordingly, a proposal for restructuring of FCI Staff Strength to 44,472 was submitted to Ministry of Consumer Affairs, Food & Public Distribution vide letter No. 41(1)/2007-OMISS dated 07.07.2008. Ministry vide letter No.18-10/2008/FCI dated 27.1.2010 had revised the sanction strength of FCI to 36,318. In 2014-15, Govt. of India has revised the sanctioned strength of FCI to 36,837 and thereafter, an additional sanction of 145 posts for engineering cadre was provided vide Govt. of India order No. 18-10/2008-FC.1 dated 01.07.2015. Further, in 2016, an approval for sanction of 5056 Watch and Ward

Posts was received by Ministry vide Notification No. 18-10/2008-FC.1 dated 17.6.2016. Thus, as on date the total sanction for Staff stands as 42,038.

After the restructuring of FCI in 2010 and lifting of ban/restriction on direct recruitment, the unfilled vacancies are carried forward to the next recruitment process and the unfilled direct recruitment vacancies reserved for OBC are being filled in a phased manner. It is submitted that direct recruitment in Category-I level is undertaken only in the entry level post of Assistant General Manager, wherein 33.33% posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. In case of Category-II posts, 25% are earmarked for direct recruitment. The representation of OBC employees in the Corporation as on 31.12.2017 in comparison to 30.09.2017 has been increased as under:

Category	Staff Strength		No. of OBCs		% of OBCs	
	30.09.2017	31.12.2017	30.09.2017	31.12.2017	30.09.2017	31.12.2017
I	896	891	121	122	13.50%	13.69%
II	4398	4540	516	564	11.73%	12.42%
III	14738	14754	4076	4289	27.66%	29.07%
IV	2678	2547	204	195	7.62%	7.65%
Total	22710	22732	4917	5170	21.65%	22.74%

During the year 2015, recruitment of Cat-I, II and III was conducted and the position of OBC Candidates selected and joined against the vacancies advertised is as under:

OBC vacancies for the recruitment year 2015			
Category	Vacancies advertised	Candidates selected	Candidates joined
I	10	09	09
II	87	59	55
III	960	957	939
Total	1057	1025	1003

The process for appointment of the Recruitment Consultant is underway and the recruitment process for Direct Recruitment Vacancies for Category-I, II and III will be initiated at the earliest upon appointment of new Recruitment Consultant. Further, in respect of Category-IV, the revised sanction of watch & ward staff for 5,056 posts in category-IV was received from Govt. of India in June 2016 for which recruitment process is going on in the Regions.

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Recommendation (Sl. No. 2)

Recruitment in FCI

The Committee note that for Category-I posts in FCI, the direct recruitment is undertaken only in the entry level Assistant General Manager and Medical Officer posts, wherein 33 percent posts out of total sanctioned posts are reserved for direct recruitment as per FCI (Staff) Regulations, 1971. Rest of the posts i.e. 66.66 percent are filled through promotions by respective feeder cadre posts. In case of category II Manager level post, 25 percent posts are earmarked for direct recruitment out of total sanctioned posts. In case of category III, Assistant Grade-III post is entry level post and 70 percent posts are filled through direct recruitment. The data made available to the Committee shows that upto the recruitment cycle of 2015, 8 out of 10 vacancies reserved for OBCs had been filled in category-I, 27 out of 58 vacancies were filled in Category II and 696 out of 741 vacancies reserved for OBC were filled in Category III, thus leaving 2, 31 and 45 OBC vacancies respectively under the three categories still unfilled. Asked about the current recruitment cycles of the years 2016 and 2017, the Ministry informed that new recruitment have not yet been initiated and joining against the last direct recruitment for the three categories launched in the year 2015 is still under process as the wait list is being operated. The Ministry has assured that on completion of the said recruitment process, all the unfilled vacancies will be advertised in the next recruitment process. As regards the Category-IV post, there was no sanctions of direct recruitment posts after restructuring in FCI in 2010. The Committee fined that over 2000 sanctioned posts for security staff and watch and ward staff were kept in abeyance for years together and more than 300 people were still working in those cadres even without any sanction of posts. The Committee have now been informed that sanction for watch and ward posts, which include 5056 departmental posts and 10250 outsourcing posts, has been received from the Government on 17.06.2016, for which recruitment is under process for direct recruitment posts. The Committee are dismayed to observe that the recruitment process in FCI has been extremely slow, tardy and casual and suffering from the lack of farsightedness, initiatives, planning and promptitude. The fact that the recruitment for the year 2015 is still underway with no visible deadline in sight amounts to not just depriving the deserved candidates, especially from OBC category, of whatever limited opportunity being made available to them, but also gross mishandling of the available productive workforce of the country. The Committee therefore, recommend the Ministry to make concerted efforts to accelerate and complete the recruitment process in a time bound manner. Further, as a remedial measure, the Ministry may put in place a mechanism to oversee the recruitment process in all the categories in FCI where direct recruitment is undertaken in order to avoid any unwarranted delay in recruitment exercise. The Committee also suggest that the Ministry should make structured attempts to advertise the vacancies widely to cover the remote and far flung areas in order to make aware the candidates belonging to the backward section of the society to enable them to come forward.

Reply of the Government

As committed to the Committee, all out efforts are made to accelerate the recent recruitment launched in the year 2015 and it is submitted that recruitment process in respect of category-I & II has been completed. In respect of recruitment of Category-III, candidates selected under main list has been completed and at present wait list is being operated by the Zones. The position of said recruitment with regard to joining of OBC candidates vis-à-vis OBC candidates selected is tabulated as under:-

OBC vacancies for the recruitment year 2015			
Category	Vacancies advertised	Candidates selected	Candidates joined(%)
I	10	09	09 (100%)
II	87	59	55 (93.22%)
III	960	957	939 (98.12%)
Total	1057	1025	1003 (97.85%)

Thus, it may be seen that 97.85% of selected OBC candidates had joined.

As regard the advertising of fresh vacancies, it is informed that FCI conducts direct recruitments of Category-I, II & III officers/officials through Recruitment Consultant appointed through an open tender enquiry. The process for appointment of the Recruitment Consultant is underway and the recruitment process for Direct Recruitment Vacancies for Category-I, II & III will be initiated at the earliest upon appointment of new Recruitment Consultant.

The recruitment of watch & ward (watchman) for 5056 posts under category-IV is being undertaken at Regional level. Regional Office Tamil Nadu, Andhra Pradesh and Karnataka Regions has issued appointment letters to the selected candidates and in other Regions recruitment for watch and ward is in process.

FCI endeavours to publicise all vacancies for direct recruitment through various means in order to ensure wide spread awareness. An elaborate media plan is drawn to publish recruitment notices and teaser advertisements in prominent national and local newspapers. Recruitment advertisements are notified to the Employment Exchanges and are published in Employment News/RozgarSamachar. For wider publicity, Short Recruitment Notices are published in all regional/vernacular languages in local newspapers in the Zones/Regions like J&K, Border/Snow bound areas of Himachal Pradesh (Lahaul and Spiti District and Pangi Sub Division of Chamba District), entire North-East Zone, Andaman & Nicobar Islands, Lakshadweep. A copy of the media plan drawn for the last category-III recruitment for the year 2015 is at **Annexure-I**. On the recommendation of the Committee, instructions are also being issued to the Zones/Regions for publication of recruitment advertisement through a 'Press Note' by Press Information Bureau (PIB). In addition to above, advertisements are also published on the official website of the Corporation i.e. www.fci.gov.in and the dedicated online recruitment portal so that the

candidates can be made aware of the available vacancies as well as application procedure across the country.

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Comments of the Committee

(Please see para 7 of Chapter I of the Report)

Recommendation (Sl. No. 6)

Training facilities for OBC

The Committee have been informed that FCI does not conduct any type of pre-recruitment training. However, in-service training is imparted to all the employees including OBC employees in the organization to upgrade the skills and knowledge of the employees in general and to equip them to meet the job requirement and there is no special training for OBCs. Regarding foreign training programmes, the Ministry has stated that FCI does not routinely nominate employees for foreign training or assignments and occasionally, as per nominations received from Ministries/Departments of Government of India, Officers are sent on foreign training. The Committee note that the FCI has not nominated any OBC official during last five years for attending foreign training programmes. Asked about the reasons for the same, the Deptt.of Food and Public Distribution stated that the nomination of officers for training is made by various Ministries and the foreign training for IAS officers is part of in-service training which is duly sponsored by the DoPT. Besides, foreign training to other officers of FCI are the conferences which are attended by them by virtue of posts they hold. Though the Committee do not show any disagreement with any of the arguments put forth by the Ministry, yet they are not ready to accept any logic whatsoever to justify the non-inclusion of even a single official of OBC community for participation in foreign training/conferences during the last four years. The Committee, therefore, desire that the organization should adopt a just and equitable approach for weaker section of the society in future and accommodate more and more OBC officials in in-service as well as in foreign training programmes, assignments and conferences.

Reply of the Government

The Committees recommendations are noted for strict compliance and due consideration would be taken for nominating OBC officers so far in service as well as in foreign training programmes, assignments and conferences in future as per rules.

[Ministry of Consumer Affairs, Food and Public Distribution O.M. No.18-80/2015-FC-I(Pt.) dated 29th May, 2018]

Comments of the Committee

(Please see para 13 of Chapter I of the Report)

CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT ARE STILL AWAITED

-NIL-

**NEW DELHI
7th August, 2018
16 Shravana, 1940 (Saka)**

**GANESH SINGH,
Chairperson
Committee on Welfare of OBCs**

Media Plan for Recruitment of Cat. III employees In 2015

S. No	News Paper	Language	Type of Advertisement	Date of Publishing
1	Employment News	English/Hindi/Urdu	Comprehensive	14.02.2015
2	Andhra Prabha	Telugu	Short Recruitment Notice	15.02.2015
3	Deccan Chronicle	English	Short Recruitment Notice	15.02.2015
4	The Hindu	English	Short Recruitment Notice	15.02.2015
5	Assam Tribune	English	Short Recruitment Notice	15.02.2015
6	Hindustan Times	English	Short Recruitment Notice	15.02.2015
7	The Tribune	English	Short Recruitment Notice	15.02.2015
8	Times of India	English	Short Recruitment Notice	15.02.2015
9	New Indian Express	English	Short Recruitment Notice	15.02.2015
10	Indian Express	English	Short Recruitment Notice	15.02.2015
11	Mid - Day + Inquilab	English	Short Recruitment Notice	15.02.2015
12	Telegraph	English	Short Recruitment Notice	15.02.2015
13	Dainik Jagran	Hindi	Short Recruitment Notice	15.02.2015
14	Dainik Bhaskar	Hindi	Short Recruitment Notice	15.02.2015
15	Navbharat Times	Hindi	Short Recruitment Notice	15.02.2015
16	Punjab Kesari	Hindi	Short Recruitment Notice	15.02.2015
18	Aajkal	Bengali	Short Recruitment Notice	15.02.2015
19	Ananda Bazar Patrika	Bengali	Short Recruitment Notice	15.02.2015
20	Bartaman	Bengali	Short Recruitment Notice	15.02.2015
21	Echo of Arunachal	English	Short Recruitment Notice	15.02.2015
22	Vaaritha	Telugu	Short Recruitment Notice	15.02.2015
23	Siyasat	Urdu	Short Recruitment Notice	15.02.2015
24	Dainik Assam	Assamese	Short Recruitment Notice	15.02.2015
25	Sentinal	English & Hindi	Short Recruitment Notice	15.02.2015
26	Punjabi Tribune	Punjabi	Short Recruitment Notice	15.02.2015
27	Gujarat Samachar	Gujarati	Short Recruitment Notice	15.02.2015
28	Daily Aftab	Urdu	Short Recruitment Notice	15.02.2015
29	Vijay Karnataka	Kannada	Short Recruitment Notice	15.02.2015
30	Malyala Manorma	Malyalam	Short Recruitment Notice	15.02.2015
31	Sangai Express	English & Manipuri	Short Recruitment Notice	15.02.2015
32	Vanglaini	Mizo	Short Recruitment Notice	15.02.2015
33	Lokmat	Marathi	Short Recruitment Notice	15.02.2015
34	Eastern Mirror	English	Short Recruitment Notice	15.02.2015
35	Dharitri	Oriya	Short Recruitment Notice	15.02.2015
36	Dina Thanthi	Tamil	Short Recruitment Notice	15.02.2015
37	Sikkim Express	English	Short Recruitment Notice	15.02.2015
38	Roznama Rashtriya Sahara	Urdu	Short Recruitment Notice	15.02.2015
39	Quami Tanzeem	Urdu	Short Recruitment Notice	15.02.2015
40	Akhbar- e- Mashriq	Urdu	Short Recruitment Notice	15.02.2015
41	Jag Bani	Punjabi	Short Recruitment Notice	15.02.2015
42	Hindustan	Hindi	Short Recruitment Notice	15.02.2015

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19)

MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19) HELD ON 7TH AUGUST, 2018 IN COMMITTEE ROOM No. 62, PARLIAMENT HOUSE, NEW DELHI

The Committee sat from 1500 hrs. to 1530 hrs.

PRESENT

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Dr. Swami Sakshi ji Maharaj
4. Dr. Banshilal Mahato
5. Dr. (Smt.) Pritam Gopinath Munde
6. Shri Rodmal Nagar
7. Shri Ram Mohan Naidu Kinjarapu
8. Shri Rajeev Satav
9. Shri Kanwar Singh Tanwar

RAJYA SABHA

10. Shri Husain Dalwai
11. Shri B.K. Hariprasad
12. Dr. Vikas Mahatme
13. Shri Vishambhar Prasad Nishad
14. Smt. Vijila Sathyananth
15. Shri Ram Nath Thakur
16. Smt. Chhaya Verma

SECRETARIAT

1. Shri R.R. Kumar - Director
2. Shri A.S.K. Das - Deputy Secretary
3. Smt. P. Jyoti - Under Secretary

2. At the outset, the Chairperson, welcomed the Members of the Committee to the sitting of the Committee. The Committee, thereafter, discussed in detail the following draft Reports:

- (i) Action Taken on Third Report “Review of reservation policy for OBCs being implemented in medical institutions” pertaining to the Ministry of Health and Family Welfare;
- (ii) Action Taken on Ninth Report “Measures undertaken to secure representation of OBCs in employment and for their Welfare in Oil and Natural Gas Corporation (ONGC)” pertaining to the Ministry of Petroleum and Natural Gas;
- (iii) Action Taken on Eleventh Report “Measures undertaken to secure representation of OBCs in employment and for their welfare in Food Corporation of India” pertaining to the Ministry of Consumer Affairs, Food and Public Distribution; and
- (iv) “Measures undertaken to secure representation of OBCs in employment and for their welfare in NTPC Ltd.” pertaining to the Ministry of Power.

3. The Committee adopted the aforesaid Draft Reports with minor modifications and authorized the Chairperson to present the Reports to Parliament.

The Committee then adjourned.

**Analysis of the action taken by the Government
on the recommendations / observations of
the Committee on Welfare of Other
Backward Classes contained in
their Eleventh Report
(Sixteenth Lok Sabha)
(Para 4 of Introduction)**

(i)	Total No. of Recommendations/Observations	6
(ii)	Recommendations/Observations of the Committee which have been accepted by the Government:	
	Recommendation Nos. 3, 4, and 5	Total : 3 Percentage – 50%
(iii)	Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government:	
	- Nil -	Total : 0 Percentage- 0%
(iv)	Recommendations/Observations in respect of which the replies of the Government have not been accepted by the Committee and which require reiteration: Recommendation Nos. 1, 2 and 6	Total : 3 Percentage – 50%
(v)	Recommendations/Observations in respect of which final replies of the Government are still awaited : - NIL -	Total : 0 Percentage – 0%